In the past three years, UACED staffing has had a complete turnover, with the exception of the Director. So these events resulted not so much in a change in procedure, but more in the training of new employees and assimilation into the existing office procedures.

The University Center for Economic Development is an outreach unit that utilizes UACED staff and on-campus collaborations with other centers, faculty and students, to provide technical assistance to external agencies and communities (local, county, regional, state level). As part of standard operating procedures and on-going customer service, UACED does the following:

1. Has process for documentation for requests, and tracking for referrals and turn around time
2. Orientation and on the job training for handling and management of requests
3. Designated staff for oversight and management of responses and assignments
4. Annual tabulation, review of requests, how they were serviced

As part of annual reporting and review, all aspects of staff/student functions are evaluated. All professional staff are included in monthly staff meetings. All professional staff have a one-on-one planning session with Director for a review of goals, projects accomplished through the year, skills development and performance.

Mission / Purpose

The mission of the University of Alabama Center for Economic Development (UCED) is to initiate and respond to economic development and planning opportunities for Alabama's local government and civic leaders that will sustain growth and expansion of the state's economy. It serves as a clearinghouse for mobilizing technical resources, assistance, and solutions for economic development needs in the state, particularly in rural areas. The Center provides access to university technical resources and the specialization of faculty, students, and professional staff to deliver assistance to its clients – Alabama local governments, civic leaders, and organizations.

Goals

G 1: Support Community and Economic Development throughout Alabama
Provide leadership, guidance and resources to support community and economic development throughout the state of Alabama.
Working with organizations and institutions with parallel goals, positively affect communities and their economic vitality.

G 2: Extend technical assistance from the University of Alabama
Provide a linkage to the technical assistance resources within the University to Alabama to communities, agencies and organizations, in order to strengthen their economic vitality.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 1: Provide technical assistance to Alabama communities and organization
Provide technical assistance to Alabama communities and organizations through partnerships with state, federal, local, and private sector organizations.

Related Measures

M 1: Track the number of communities and organizations assisted
Track the number of communities and organizations assisted.
Source of Evidence: Activity volume

M 2: Collect and report data following assistance
Collect and report data following assistance.
Source of Evidence: Administrative measure - other

**OthOtcn 2: Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA)**
Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA), non-profit organizations that provide specific training and certification for Alabama communities, civic, and elected local leaders.

**Related Measures**

**M 3: Maintain records of the towns involved in the ACE process and their progress**
Maintain records of the towns involved in the ACE process and their progress.

**Source of Evidence:** Activity volume

**Target:**
Collect feedback and evaluation from client at conclusion of technical assistance/project

**M 4: Maintain records of the attendees/graduates of the Your Town Alabama workshop**
Maintain records of the attendees/graduates of the Your Town Alabama workshop.

**Source of Evidence:** Activity volume

**Target:**
Provide leadership and support to the ACE and YTA, non-profit organizations that provide specific training and certification for Alabama communities, civic, and elected local leaders.

**OthOtcn 3: Provide training Alabama communities and organizations in response to economic development and planning needs**
Provide training Alabama communities and organizations in response to economic development and planning needs and opportunities in the form of leadership workshops and other training opportunities for Alabama communities with a focus on the 10 Black Belt Area counties of Choctaw, Clarke, Conecuh, Dallas, Marengo, Monroe, Perry, Sumter, Washington, and Wilcox.

**Related Measures**

**M 6: Track the number of training programs and participation**
Track the number of training programs and participation.

**Source of Evidence:** Document Analysis

**Target:**
Provide one training to ACE Communities, track participation
Provide one intensive workshop to Your Town communities/participants, track participation

**M 7: Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions**
Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions to ensure that positive quality programs with trained staff are presented.

**Source of Evidence:** Evaluations

**Target:**
Collect evaluation data and suggestions from participants immediately following training sessions

**M 8: Maintain current database on the attendees including all contact information**
Maintain current database on the attendees including all contact information.
OthOtcm 4: Build relationships with various University of Alabama departments, faculty, and student organizations to assist with projects
Build relationships with various University of Alabama departments, faculty, and student organizations to assist with UCED projects.

Related Measures

M 9: Maintain a database of all on-campus contacts and their focus areas
Maintain a database of all on-campus contacts and their focus areas.

Goal of 10 communities for 2012-2013
Set a goal of 10 communities for 2012-2013.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: High
Implementation Description: Develop community development/economic development projects throughout the state, aiming for a balance in geography.
Responsible Person/Group: Nisa Miranda
**Mission / Purpose**

The mission of the University of Alabama Center for Economic Development (UCED) is to initiate and respond to economic development and planning opportunities for Alabama's local government and civic leaders that will sustain growth and expansion of the state's economy. It serves as a clearinghouse for mobilizing technical resources, assistance, and solutions for economic development needs in the state, particularly in rural areas. The Center provides access to university technical resources and the specialization of faculty, students, and professional staff to deliver assistance to its clients – Alabama local governments, civic leaders, and organizations.

**Goals**

**G 1: Support Community and Economic Development throughout Alabama**

Provide leadership, guidance and resources to support community and economic development throughout the state of Alabama.

Working with organizations and institutions with parallel goals, positively affect communities and their economic vitality.

**G 2: Extend technical assistance from the University of Alabama**

Provide a linkage to the technical assistance resources within the University to Alabama to communities, agencies and organizations, in order to strengthen their economic vitality.

**Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans**

**OthOtcm 1: Provide technical assistance to Alabama communities and organization**

Provide technical assistance to Alabama communities and organizations through partnerships with state, federal, local, and private sector organizations.

**Connected Document**

[AL Center for Economic Development Timetable](#)

**Related Measures**

**M 1: Track the number of communities and organizations assisted**

Track the number of communities and organizations assisted.

Source of Evidence: Activity volume

**Connected Document**

[AL Center for Economic Development Timetable](#)

**Target:**

Goal of assisting 6 communities and/or organizations per fiscal year

**Finding (2012-2013) - Target: Met**

During fiscal year 2012-2013 UACED worked with communities/Counties:

1. Guin, Marion County at the request of the Mayor, a retail/commercial gap analysis was conducted to identify the types of business entities to recruit.
2. As a companion business piece to Auburn University's urban plan for Marion, Perry County, a retail/commercial gap analysis was conducted to identify complimentary businesses for the community.
3. As part of the EDPA Community Partners program, UACED received a request to assist in the Selma, Dallas County strategic plan.
4. As a follow up to the EDA Gulf Oil Spill recovery project, Coastal Gateway requested we assist in their organizational strategic plan, and provide assistance to their member counties: Choctaw, Clarke, Conecuh, Escambia and Monroe Counties.
5. Ala-Tom Regional Commission funded UACED to conduct the Sumter County comprehensive plan.
6. The Mayor and City Planner of Athens, Limestone County, requested a feasibility study on downtown business and strategies for growing their business/commercial and recreation base.
7. Funded by ARC, UACED continued it's second year work with eight counties in east Alabama: Clay, Cherokee, Cleburne, Clay, Coosa, Randolph, Talladega and Tallapoosa.

**M 2: Collect and report data following assistance**

Collect and report data following assistance.

Source of Evidence: Administrative measure - other

**Connected Document**

[AL Center for Economic Development Timetable](#)

**Target:**

Collect feedback and evaluation from client at conclusion of technical assistance/project

**Finding (2012-2013) - Target: Met**

Feedback from our clients and funding partners are as follows:

1. The Mayor of Guin is satisfied with our analysis of their potential business recruitment areas, and he has utilized our information in their sales/recruiting materials and has included us in meetings with marketing firms and developers.
2. The City of Marion, Alabama, is in the process of digesting the information developed and is determining how to proceed. One of the issues is that the City does not have an economic development arm, and the County EDA is in its formative stages.

3. The City of Selma is in the process of organizing its marketing efforts to attract external and local businesses to the downtown. Mayor Evans has involved UACED in the historic Saint James project, which is an endorsement of our work.

4. Our work enabled Coastal Gateway to bolster their membership base and bring additional investing members.

5. The County Commission and the various Mayors in the County are in the process of implementing elements of the plan developed by UACED. As it is a multi-year plan, we expect to be called upon throughout the implementation process.

6. The City of Athens is extremely happy with our feasibility study and is in the process of selecting aspects to implement.

7. The Appalachian Regional Commission was happy with the results of the East Alabama Tourism Development project, and they have funded a new project which will concentrate on West Alabama.

OthOtcn 2: Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA)

- Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA), non-profit organizations that provide specific training and certification for Alabama communities, civic, and elected local leaders.

Connected Document
AL Center for Economic Development Timetable

Related Measures

M 3: Maintain records of the towns involved in the ACE process and their progress
Maintain records of the towns involved in the ACE process and their progress.
Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
Update records for ACE towns each December, following the ACE physical year protocol

Finding (2012-2013) - Target: Met
UACED and Auburn Economic and Community Development Institute have been managing the ACE program since June 2012. With the transfer of management came the records, communication, finances and responsibilities for supporting the 26 ACE towns. The support to the towns is accomplished through the involvement of the various ACE partners and scheduled planning and report back meetings, to insure continuous access to information and needed assistance

M 4: Maintain records of the attendees/graduates of the Your Town Alabama workshop
Maintain records of the attendees/graduates of the Your Town Alabama workshop.
Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
Update records September of each year, following the annual training sessions

Finding (2012-2013) - Target: Met
Your Town Alabama was held May 8-10, 2013, with 53 participants and 25 presenters, facilitators and staff. This brings the alumni total to 887, with representation from 66 counties. A database of attendees, including their affiliations and location are collected each year.

M 5: Perform town/community visits of a sample of ACE communities
Perform town/community visits of a sample of ACE communities.
Source of Evidence: Discussions / Coffee Talk

Connected Document
AL Center for Economic Development Timetable

Target:
Visit three communities each physical year, meeting with the Mayor, Local Coordinator and local volunteers, as identified by leadership team

Finding (2012-2013) - Target: Met
During 2012-2013 fiscal year, UACED met with the Mayors and Local Coordinators of 6 towns: Eufaula, Guin, Heflin, Livingston, Thomasville and Valley. In the case of Eufaula, Heflin and Valley, both the Mayors and Local Coordinators were new due to the election in the fall of 2012.

OthOtcn 3: Provide training Alabama communities and organizations in response to economic development and planning needs
Provide training Alabama communities and organizations in response to economic development and planning needs and opportunities in the form of leadership workshops and other training opportunities for Alabama communities with a focus on the 10 Black Belt Area counties of Choctaw, Clarke, Conecuh, Dallas, Marengo, Monroe, Perry, Sumter, Washington, and Wilcox.

Connected Document
AL Center for Economic Development Timetable

Related Measures
M 6: Track the number of training programs and participation

Track the number of training programs and participation.

Source of Evidence: Document Analysis

Connected Document
AL Center for Economic Development Timetable

Target:
Provide one training to ACE Communities, track participation
Provide one intensive workshop to Your Town communities/participants, track participation

Finding (2012-2013) - Target: Met
The Alabama Communities of Excellence physical workshops are held in conjunction with the Alabama Community Leadership Network conference, which was held in Auburn October 8 & 9, with 212 attendees.

In addition, four webinars were offered, with a total of 28 participants. One of the challenges is that several of the communities do not have broadband available, making it difficult to utilize digital technology for training delivery. We are having to depend on the face to face, physical meetings to fill the training needs.

M 7: Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions

Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions to ensure that positive quality programs with trained staff are presented.

Source of Evidence: Evaluations

Connected Document
AL Center for Economic Development Timetable

Target:
Collect evaluation data and suggestions from participants immediately following training sessions

Finding (2012-2013) - Target: Met
At ACE and Your Town trainings, as well as UACED workshops and projects with standing committees, feedback and formal evaluation forms are utilized to collect opinions, suggestions and reviews.

In the project work, implementation of recommendations are also considered as concrete outcomes and reflect positively on the work of the center.

M 8: Maintain current database on the attendees including all contact information

Maintain current database on the attendees including all contact information.

Source of Evidence: Administrative measure - other

Connected Document
AL Center for Economic Development Timetable

Target:
Update existing database with participants of each training session, immediately after session is concluded

Finding (2012-2013) - Target: Met
UACED has an extensive existing database on elected and civic leaders, as well as agencies, organizations and institutions involved in community and economic development. With every project and training program, effort is invested in improving and growing the information we have.

M 9: Maintain a database of all on-campus contacts and their focus areas

Maintain a database of all on-campus contacts and their focus areas.

Source of Evidence: Administrative measure - other

Connected Document
AL Center for Economic Development Timetable

Target:
Keep existing database updated with on-campus contacts for community and economic development technical assistance

Finding (2012-2013) - Target: Met
UACED updates its database of internal UA resources as we develop projects and receive enquiries from external organizations and communities.

M 10: Track number of faculty, students, and organizations involved in projects

Track number of faculty, students, and organizations involved in projects.

Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
In preparation for the annual report to Provost Office, update list of unit support by project

Finding (2012-2013) - Target: Met
As part of the preparation for the report to the Provost’s Office each year, UACED collects the number of faculty, students and partner organizations involved in the delivery of the work and projects undertaken.

**Details of Action Plans for This Cycle (by Established cycle, then alpha)**

<table>
<thead>
<tr>
<th>Goal of 10 communities for 2012-2013</th>
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<tr>
<td>Set a goal of 10 communities for 2012-2013.</td>
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<tr>
<th>Established in Cycle: 2011-2012</th>
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<tbody>
<tr>
<td>Implementation Status: Planned</td>
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<tr>
<td>Priority: High</td>
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<tr>
<td>Implementation Description: Develop community development/economic development projects throughout the state, aiming for a balance in geography.</td>
</tr>
<tr>
<td>Responsible Person/Group: Nisa Miranda</td>
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</tbody>
</table>
Mission / Purpose

The mission of the University of Alabama Center for Economic Development (UCED) is to initiate and respond to economic development and planning opportunities for Alabama's local government and civic leaders that will sustain growth and expansion of the state's economy. It serves as a clearinghouse for mobilizing technical resources, assistance, and solutions for economic development needs in the state, particularly in rural areas. The Center provides access to university technical resources and the specialization of faculty, students, and professional staff to deliver assistance to its clients – Alabama local governments, civic leaders, and organizations.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 1: Provide technical assistance to Alabama communities and organization

Provide technical assistance to Alabama communities and organizations through partnerships with state, federal, local, and private sector organizations.

Connected Document
AL Center for Economic Development Timetable

Related Measures

M 1: Track the number of communities and organizations assisted

Track the number of communities and organizations assisted.

Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
Goal of assisting 6 communities and/or organizations per fiscal year

Finding (2011-2012) - Target: Met

UCED assisted the following communities/Counties and organizations during Fiscal Year 2011-2012—a total of 7 organizations and 22 counties/communities

1. Coastal Gateway Economic Development Authority and their member counties—Choctaw, Clarke, Conecuh, Escambia and Monroe.
2. Town of Gordo as part of the Design Alabama Mayor's Design Summit
3. Selma, at the request of Mayor George Evans and the Dallas County Economic Development Authority
4. Through EDPA Community Partners Program the following counties: Baldwin, Mobile and Washington
5. Hospitality training for Bibb County through their Leadership Bibb program, at the request of the County Commission
6. The tornado affected towns of Hackleburg and Phil Campbell
8. Statewide project with the Alabama Department of Tourism and Al Department of Conservation and Natural Resources to develop 4 regional birding trails—Appalachian Highlands, Piedmont, West Alabama and the Wiregrass.
9. A contract with the Alabama Tombigbee Regional Commission for a comprehensive plan for Wilcox County.

Related Action Plans (by Established cycle, then alpha):

Goal of 10 communities for 2012-2013

Set a goal of 10 communities for 2012-2013.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Track the number of communities and organizations assisted |
Outcome/Objective: Provide technical assistance to Alabama communities and organization

Implementation Description: Develop community development/economic development projects throughout the state, aiming for a balance in geography.

Responsible Person/Group: Nisa Miranda

M 2: Collect and report data following assistance

Collect and report data following assistance.

Source of Evidence: Administrative measure - other

Connected Document
AL Center for Economic Development Timetable

Target:
Collect feedback and evaluation from client at conclusion of technical assistance/project

Finding (2011-2012) - Target: Met
Projects from 2011-2012 that exceeded contractor’s requirements:

1. EDA funded project through EDPA/Auburn for the Gulf Coast Recovery--exceeded requirements
2. ARC funded East Alabama Regional Tourism Development project--exceeded requirements, funded for a second year
3. Ala-Tom Regional Commission funded project for Wilcox County comprehensive plan--exceeded requirements, funded for 2012-2013 for a similar project in Sumter County
4. Bibb County has adopted our Hospitality manual and training program and are continuing the instruction. We had designed it as "train the trainer"
5. ADECA has managed the disaster recovery process, and Mr. Rocky Milliman is happy with our work. The communities have had a change in leadership, so we are not able to do as much as originally anticipated.

OthOtcm 2: Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA)
Provide leadership and support to the Alabama Communities of Excellence (ACE) and Your Town Alabama (YTA), non-profit organizations that provide specific training and certification for Alabama communities, civic, and elected local leaders.

Connected Document
AL Center for Economic Development Timetable

Related Measures

M 3: Maintain records of the towns involved in the ACE process and their progress
Maintain records of the towns involved in the ACE process and their progress.
Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
Update records for ACE towns each December, following the ACE physical year protocol

Finding (2011-2012) - Target: Met
In 2011-2012, nine ACE towns were rectified: Arab, Childersburg, Eufaula, Foley, Graysville, Hartselle, Jacksonville, Livingston and Montevallo.
Documentation on all the work involving UACED is archived both in ACE's archives and ours.

M 4: Maintain records of the attendees/graduates of the Your Town Alabama workshop
Maintain records of the attendees/graduates of the Your Town Alabama workshop.
Source of Evidence: Activity volume

Connected Document
AL Center for Economic Development Timetable

Target:
Update records September of each year, following the annual training sessions

Finding (2011-2012) - Target: Met
The number of attendees for the 2012 Your Town Alabama workshop was xx, bringing the statewide total to xx.

M 5: Perform town/community visits of a sample of ACE communities
Perform town/community visits of a sample of ACE communities.
Source of Evidence: Discussions / Coffee Talk

Connected Document
AL Center for Economic Development Timetable

Target:
Visit three communities each physical year, meeting with the Mayor, Local Coordinator and local volunteers, as identified by leadership team

Finding (2011-2012) - Target: Met
During Fiscal 2011-2012, the following ACE towns were visited by UACED: Arab, Fayette, Gulf Shores, Guntersville, Guin, Haleyville, Monroeville and Thomasville. The visits to these 8 communities, included a tour of the project completed and in-process, meeting with the Mayor, the Local Coordinator and community leaders involved in carrying out elements from the community's strategic plan.

OthOtcm 3: Provide training Alabama communities and organizations in response to economic development and planning needs
Provide training Alabama communities and organizations in response to economic development and planning needs and opportunities in the form of leadership workshops and other training opportunities for Alabama communities with a focus on the 10 Black Belt Area counties of Choctaw, Clarke, Conecuh, Dallas, Marengo, Monroe, Perry, Sumter, Washington, and Wilcox.

Connected Document
AL Center for Economic Development Timetable

Related Measures

M 6: Track the number of training programs and participation
Track the number of training programs and participation.
Source of Evidence: Document Analysis

Connected Document
AL Center for Economic Development Timetable
Target:
Provide one training to ACE Communities, track participation
Provide one intensive workshop to Your Town communities/participants, track participation

Finding (2011-2012) - Target: Met
1. The ACE training was held in conjunction with the ACLN conference in Montgomery on October 3 & 4, 2012, with 172 attendees. Eighteen community leaders representing ACE cities participated. At that conference, the nine communities that completed their recertification requirements were recognized, as well as the outstanding Mayor, Local Coordinator and Volunteers. Arab, Childersburg, Eufaula, Foley, Graysville, Hartselle, Jacksonville, Livingston and Montevallo were also recognized before their peers at the May Alabama League of Municipalities meeting.

2. The Your Town training was held on May 30 through June 1, 2012, with 59 participants and 31 presenters and staff. The 2 1/2 day participatory workshop provides information on the various areas and considerations in community and economic development, the importance of historic and environmental preservation/conservation, and practical skills in planning and working with local government.

M 7: Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions
Track the outcome of training programs by the assessment of evaluations completed by attendees of the training sessions to ensure that positive quality programs with trained staff are presented.

Source of Evidence: Evaluations

Connected Document
AL Center for Economic Development Timetable

Target:
Collect evaluation data and suggestions from participants immediately following training sessions

Finding (2011-2012) - Target: Met
At ACE trainings, Your Town workshop, extended group projects, and workshops that UACED offers, we utilize the following tools:
Sign-in Sheet, Agendas, formal facilitation with participant comments recorded, discussion notes, and any formal reports. If it is a single time training session, we hand-out an evaluation form as part of the workshop materials, and collect those at the end. If it is a project, we take in feedback throughout the process and an evaluation tool at the end.

M 8: Maintain current database on the attendees including all contact information
Maintain current database on the attendees including all contact information.

Source of Evidence: Administrative measure - other

Connected Document
AL Center for Economic Development Timetable

Target:
Update existing database with participants of each training session, immediately after session is concluded

Finding (2011-2012) - Target: Met
UACED has an extensive database that includes: elected officials, regional/state/federal agencies, chambers of commerce, economic development organizations, resource entities (utilities, universities, community colleges, non-profits, etc) that provide the foundation for our work. This database has been in existence for nearly 20 years and is constantly updated after election cycles and as personnel at the different organizations change. We also update the database each time we are planning a workshop and after the programming is held, in order to capture all possible contacts. This information resides on our internal network.

OthOtcm 4: Build relationships with various University of Alabama departments, faculty, and student organizations to assist with projects
Build relationships with various University of Alabama departments, faculty, and student organizations to assist with UCED projects.

Connected Document
AL Center for Economic Development Timetable

Related Measures

M 9: Maintain a database of all on-campus contacts and their focus areas
Maintain a database of all on-campus contacts and their focus areas.

Source of Evidence: Administrative measure - other

Connected Document
AL Center for Economic Development Timetable

Target:
Keep existing database updated with on-campus contacts for community and economic development technical assistance

Finding (2011-2012) - Target: Met
UACED keeps a database of on-campus entities that are active and relevant to community and economic development technical assistance.

M 10: Track number of faculty, students, and organizations involved in projects
Track number of faculty, students, and organizations involved in projects.

Source of Evidence: Activity volume

Connected Document
Target: In preparation for the annual report to Provost Office, update list of unit support by project

Finding (2011-2012) - Target: Met
UACED documents the involvement of faculty, students and organizations that are involved in our projects. This information is provided in the annual report to the Provost's office.

### Details of Action Plans for This Cycle (by Established cycle, then alpha)

**Goal of 10 communities for 2012-2013**
- Set a goal of 10 communities for 2012-2013.

**Established in Cycle:** 2011-2012  
**Implementation Status:** Planned  
**Priority:** High  

**Relationships (Measure | Outcome/Objective):**  
- **Measure:** Track the number of communities and organizations assisted  
- **Outcome/Objective:** Provide technical assistance to Alabama communities and organization

**Implementation Description:** Develop community development/economic development projects throughout the state, aiming for a balance in geography.

**Responsible Person/Group:** Nisa Miranda
III. Timetable: What Assessment Measures will be Administered When for Each Expected Outcome

<table>
<thead>
<tr>
<th>Month</th>
<th>Outcome #1 Technical Assistance to Alabama Communities</th>
<th>Outcome #2 Leadership and Support to Non-Profits</th>
<th>Outcome #3 Training for Alabama Communities</th>
<th>Outcome #4 Relationships with UA depts., faculty, and student organizations</th>
<th>Outcome #5</th>
<th>Outcome #6</th>
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<tr>
<td>September</td>
<td>Bi-Annual Survey</td>
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<td>Staff/Student Feedback</td>
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